

THE GEORGE WASHINGTON UNIVERSITY  
Washington, D. C.  
20052

MINUTES OF A REGULAR MEETING  
OF THE FACULTY SENATE HELD ON  
NOVEMBER 11, 1983, IN LISNER  
HALL, ROOM 603

1 The meeting was called to order by President Elliott at 2:12 p.m.

Present: President Elliott, Registrar Grimm, Parliamentarian Schechter, Altshuler, Birnbaum, Castleberry, Claeysens, Eldridge, Fox, Frey, Greene, Griffith, Gross, Helgert, Hill, Kenney, Kramer, Levy, Mazzeo, Morgan, Park, Pierpont, Rashid, Robinson, Schiff, Schiller, Smith, Tolchin, Yezer, and Ziolkowski

Absent: Provost Bright, Barron, Kelly, Liebowitz, Linton, Loeser, H. Solomon, and L. Solomon

2 The minutes of the regular meeting of October 14, 1983, were approved as distributed.

3 On behalf of the Joint Committee of Faculty and Students, Professor Castleberry, Co-Chairperson, moved the adoption of Resolution 83/3, "A Resolution Concerning Faculty Senate Executive Committee Consultative Role in the Appointment of Administrative Officials," and the motion was seconded. Professor Castleberry said that, inasmuch as the Joint Committee of Faculty and Students was charged with the relationship between faculty and students, the committee thought that this resolution would provide an appropriate avenue for student input concerning the appointments of Provost and Academic Vice President prior to the Executive Committee's recommendations to the President with regard to these positions. Professor Park commented that there might be a question of conflict of interest if the Executive Committee was expected to represent the student position to the President on these appointments, and he suggested that the students themselves approach the President directly with whatever information they wish to provide. Professor Morgan said that on receiving this resolution from Mr. Jim Shuler, Co-Chairperson of the Joint Committee of Faculty and Students, he explained to Mr. Shuler that it was not the Chairman of the Executive Committee who makes recommendations to the President and, further, that the role of the Executive Committee as defined in the Faculty Code was a consultative role with the option of making recommendations. Professor Morgan said that he saw no problem with presenting this resolution to the Faculty Senate for its view as to the appropriate role of the Executive Committee with regard to consultation with the students, and he was reasonably confident that both the Executive Committee and the President would welcome whatever information the student representatives wished to offer with respect to the appointment of the Vice President. As a matter of clarification, Professor Greene noted that the Executive Committee's consultative role under the Faculty Code pertained to the appointment of Vice President for Academic Affairs, but not to the appointment of Provost. The question was called, and Resolution 83/3 was adopted. (Resolution 83/3 is attached.)

4 No resolutions were introduced under Introduction of Resolutions.

5 (a) Professor Morgan reported on behalf of the Executive Committee. With regard to grievance matters, he said there were two mediation committees presently at work and a report was pending from a Hearing Committee. The Executive Committee requested that the Appointment, Salary and Promotion Policies Committee deliberate on the question of the appropriate role of that committee in consultation with the proper administrative officers when guidelines for faculty salaries were being established. The Executive Committee also requested that the Joint Committee of Faculty and Students consider the matter of the connection between draft registration and financial aid to students.

(b) The following interim reports were made by the Chairmen of Senate Standing Committees outlining the various assignments being undertaken by their respective committees:

(1) Committee on Educational and Admissions Policy, Professor Schiff, Chairman: The committee will meet shortly to discuss in a general way the new role of the committee dealing with admissions policies and how that responsibility will be discharged.

(2) Committee on Appointment, Salary and Promotion Policies (including Fringe Benefits), Professor Robinson, Chairman: A draft resolution prepared by the committee concerning early retirement was presently being reviewed by the Medical Center and, upon its return, the committee would review it again before presenting it to the Faculty Senate. The committee considered the cost to junior faculty of Blue Cross/Blue Shield coverage and has made suggestions to Vice President for Administration and Research, Carl Lange, about reviewing the possibility of adjusting the cost of such coverage for junior faculty. Also in this regard, the committee sent to Dr. Lange a benefit handbook received from Washington University that contained some attractive features. A subcommittee has met with Dr. Marianne Phelps to review salary distribution at GW in reference to sex and to race.

(3) Committee on Public Ceremonies, Professor Rashid, Chairman: Five subcommittees are currently working on the following projects: Opening Convocation, Commencement Speakers and Honorary Degrees, Honors Convocation, Graduation Weekend Activities, and Recognition of Emeriti.

(4) Committee on Library, Professor Mazzeo, Chairman: The Chairman submitted at this time a Mid-Year Final Report because he will be on sabbatical leave, Spring Semester 1984. The Report was received by the President. (The Mid-Year Final Report, Library Committee, is attached.)

(5) Committee on Administrative Matters as They Affect the Faculty, Professor Frey, Chairman: The information and analysis of the results of the survey undertaken by the committee last year pertaining to Graduate Teaching Assistantships has been turned over to Columbian College where a committee has been appointed to study that matter. The committee will continue its discussion about ways to overcome what appear to be artificial barriers between faculty and administration in the academic community.

(6) Committee on Physical Facilities, Professor Kenney, Chairman: A report was received from Lenore Miller, Chairman of the subcommittee on the "Three Sites - G.W.'s Heritage" exhibit, in which she reported that that part of the exhibit related to Red Lion Row, 2000 Pennsylvania Avenue, had been moved to that building for its opening exhibit and would remain there permanently. Documentation of the exhibit was being prepared by way of photographs and slides, and publication of a small brochure was also being considered. The committee received an updating

from Mr. Dickman on matters in progress which included the question of plaques for historic buildings on campus and the possibility of closing a portion of Eye Street which abuts the 2000 Pennsylvania Avenue building. The committee would take up the question of centralized audio-visual services to determine what problems were being experienced.

(7) Committee on Professional Ethics and Academic Freedom, Professor Griffith, Chairman: The committee was reviewing two major reports, the Morgan Report and the Reich Report. A letter from the committee was distributed to all faculty members inviting their response by November 30th to the Morgan Report concerning proposed major changes in the faculty grievance procedures; concurrently, copies of the Morgan Report were sent to all chairmen of departments requesting that it be made available to faculty for their review. The Reich Report, concerning the appointment of faculty to non-tenure-accruing positions, is being reviewed by a subcommittee to determine how those positions can be reconciled with the regular appointment system, and the subcommittee invited responses from the faculty, particularly those members who voted negatively in the recent Senate discussion of the Report. The committee hopes to report to the Faculty Senate on both of these matters before the end of the term.

(8) Committee on Research, Professor Ziolkowski, Chairman: The principle topic of discussion by the committee will be the recently published "Bibliography of Faculty Publications," copies of which are available in the Provost's Office. The committee will consider the feasibility of printing a second edition and in this regard invites faculty response to the new publication.

(9) Committee on Alumni Affairs, Professor Gross, Chairman: The committee will meet for the first time on November 17th.

(10) Committee on University and Urban Affairs, Professor Helgert, Chairman: In its effort to assess what the image of the University is in the community-at-large, the committee was collecting a data base on both faculty involvement in the community and on University public relations activities. The committee was preparing to issue a questionnaire inviting each faculty and staff member to indicate community activities, and the committee plans to meet shortly with representatives from the Public Relations Office for their appraisal of the current situation.

(11) Joint Committee of Faculty and Students, Professor Castleberry, Co-Chairperson: The primary task of the committee at the present time was the evaluation of a draft document on proposed revisions to the Academic Dishonesty Policy which the committee hopes to bring to the Senate sometime during the spring semester. The committee will also be reviewing the student financial aid/draft registration linkage.

(12) Committee on Fiscal Planning and Budgeting, Professor Eldridge, Chairman: The two principle items under discussion are an exploration of the philosophy and/or strategy for tuition at this University, and an investigation of how the endowment funds and the income from those funds play into the current financing of the University. The subcommittee on tuition will be presenting a draft document to the full committee at the next meeting for its deliberation.

(13) Committee on University Development and Resources, Professor Tolchin, Chairman: The committee will be undertaking a study on the internal image of the University and any suggestions and ideas would be welcome in this regard. A seminar on retirement benefits, investments, and estate planning has been planned for Saturday, March 31, 1983, which will feature speakers who are highly regarded as experts in those respective fields.

(14) Committee on Student Financial Aid, Professor Fox, Chairman: The committee will continue its discussion on honor scholarships, particularly with a view to increasing the amount of the scholarships. Another item for discussion will be the concern of the committee that the faculty has not been involved in the developing stages of financial aid planning within the University. As an example, there was no participation of this committee when a grant program was developed by the administration to assist students with the increase in tuition.

Professor Schiller, Chairman of the Committee on the Judicial system, an administrative committee, reported that the committee was still working on the proposed revision of the Student Judicial Code presented to the committee by last year's Chairman, Professor Raven-Hansen. He said the committee anticipates that the proposed Code will be ready for Senate consideration in the spring semester.


- 6 Under Brief Statements, Professor Frey said that he was impressed with the recent amendment to the Faculty Code concerning "capricious grading" and evaluation of student performance. However, he said, there was another equally important area of concern that deserved faculty attention which was the matter of "capricious behavior" on the part of faculty concerning students. Acknowledging the sensitive nature of this subject, Professor Frey said that he, nevertheless, wished to read the following statement entitled, "On Guaranteeing the Liberty of Students or the Hidden Discrimination" to further illustrate his concern:

Because I have been approached, not just once, but multiple times this past semester by other professors, by students, and through written documents, I wish to bring to the attention of the Senate the question of how we can protect students from a very subtle form of oppression more difficult to define than that of "capricious grading." The key words are: intimidation, manipulation, domination. The very words of a student to me, in my office, this morning were: "We were intimidated into doing things we didn't want to do." Students talk of being dominated and of being made to feel awkward. Such cases are hard to document; students may not be telling the truth; but, students fear to complain for fear of reprisal.

I would like to recommend that some appropriate committee be assigned--a small, discrete subcommittee--to investigate the area I am speaking about, and to invite faculty to submit, if they have any evidence, documentation of such totalitarian behavior. My idea is not to single out for judgment any professor (all testimony should be done without naming names or locations), only to identify behavior. If we can identify improper forms of behavior specifically, then I think this could be put into an abstract statement for inclusion in the Faculty Code, thereby creating a general moral outline for which faculty would be held accountable.

A discussion followed by Professors Park, Frey, Morgan, and Levy. Professor Park said that he thought the concern identified by Professor Frey merited further investigation and he would take it up with the Executive Committee. The Chair then recognized Mr. Bob Guarasci, President of GWUSA, who offered the assistance of the Student Association in this matter.

- 7 Upon motion made and seconded, the meeting was adjourned at 3:12 p.m.

  
Theodore H. Grimm, Jr.  
Secretary

A RESOLUTION CONCERNING FACULTY SENATE EXECUTIVE COMMITTEE CONSULTATIVE  
ROLE IN THE APPOINTMENT OF ADMINISTRATIVE OFFICIALS (83/3)

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the Chairman of the Executive Committee of the  
Faculty Senate be encouraged to consult with appropriate  
officers of the Student Association and seek their input  
and participation prior to presenting recommendations to  
President Elliott concerning appointments to the posts of  
Provost and Academic Vice President.

October 14, 1983  
Joint Committee of Faculty and Students

Adopted November 11, 1983

## Final Mid-Year Report, Senate Library Committee

October 11, 1983

1. The Senate Library Committee has met twice so far during the current academic year. At its first meeting it received the reports of Connie McCarthy, Acting University Librarian; Shelley Bader, Director of the Medical Library; and, Anita Head, Director of the Law Library.
2. The McCarthy report touched on the following matters:
  - a. Extension of Circulation Desk hours, in response to student requests, namely, an additional weekday evening hour, and appropriate expansion of hours during examination periods.
  - b. Installation of access terminals in the Library, which will serve to identify the circulation status of library materials.
  - c. Announcement that the Gelman Library will become a partial depository for U.S. Government documents, beginning Spring 1984, with selection of types of documents currently being considered by the Staff.
  - d. The receipt of certain special collections, to be housed on the 7th floor of the Gelman Library.
  - e. Announcement of the continuing search for a new University Librarian by the Committee formed for that purpose under the Chairmanship of Dean Solomon of the Graduate School, in preparation for on-site visits by prospective candidates. The Senate Committee will have the opportunity to meet with those candidates.
3. Shelley Bader, Director of the Medical Library reported on:
  - a. The introduction of an in-house integrated system, which has proven successful.
  - b. The increase in bibliographic instruction activities, which have been favorably received by the university community, as evidenced by an increase in library use.
  - c. An increased involvement by the medical library, resulting from curricula changes and additions submitted by the medical faculty.
  - d. An increase in library funding resulting from careful data collection and analysis. The addition of 25 new journals was made possible.
4. Anita Head, Director of the Law Library, reported on:
  - a. The continuance of normal services at the Law Library, despite reduction in space and the noise resulting from the extensive construction activities, which, she added, are ahead of schedule. The staff is currently looking at equipment and space in preparation for the final phases of the expansion.
  - b. Additional on-time retrieval of information made possible through subscriptions to Lexis, Westlaw, Dialog, and Nexis.

- c. A study by the staff of the Library's role as an Information Resource Center, as opposed to a document storage facility, with the goal of making information more available, without necessarily keeping the documents in-house.
  - d. The current implementation of a crash program of classification of various microforms.
5. At its second meeting, the Committee discussed current bibliographic instruction activities, with a view toward making them more available university-wide. Toward that end, a series of briefings will be given to the Committee by the component libraries, starting with the Medical Library staff. Also considered at that meeting were the means of improving communication between the libraries and the faculty relating to changes, additions, and/or deletions of curricula as they affect the libraries' resources.

Respectfully submitted by Guido E. Mazzeo, Chairman, Senate  
Library Committee.

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The Faculty Senate

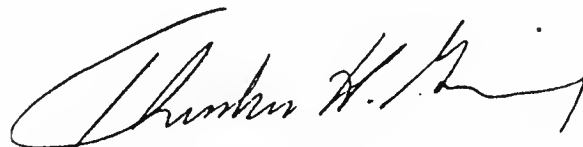
October 26, 1983

The Faculty Senate will meet on Friday, November 11, 1983, at 2:10 p.m. in Lisner Hall, Room 603.

AGENDA

1. Call to order
2. Minutes of the regular meeting of October 14, 1983
3. Resolutions:  

A RESOLUTION CONCERNING FACULTY SENATE EXECUTIVE COMMITTEE  
CONSULTATIVE ROLE IN THE APPOINTMENT OF ADMINISTRATIVE  
OFFICIALS (83/3); Joint Committee of Faculty and Students  
(resolution attached)
4. Introduction of Resolutions
5. General Business:
  - (a) Report of the Executive Committee: Professor John A. Morgan, Jr., Chairman
  - (b) Interim Reports by Chairmen of Senate Standing Committees
6. Brief Statements
7. Adjournment



Theodore H. Grimm, Jr.  
Secretary



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October 14, 1983  
Joint Committee of Faculty and Students



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GEORGE  
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Washington, D.C. 20052 / Faculty Senate / (202) 676-7198

MEMORANDUM

October 18, 1983

TO: All Members of the Faculty

FROM: William B. Griffith, Chairman *WBG*  
Faculty Senate Committee on Professional Ethics and  
Academic Freedom

RE: Proposed Revisions to Faculty Grievance Procedures

The Faculty Senate Committee on Professional Ethics and Academic Freedom currently has under review some significant proposed changes in faculty grievance procedures. Because the grievance procedures provided in the Faculty Code constitute an important protection for the rights of every member of the faculty, the Committee invites any faculty member wishing to do so to review, and offer written comments or suggestions on, the REPORT OF THE SPECIAL COMMITTEE OF ONE TO PROPOSE CHANGES IN FACULTY GRIEVANCE PROCEDURES, submitted by Professor John Morgan at the Senate's request.

This Report reviews experience with our grievance procedures over the past six years and considers complaints that the process has become unnecessarily cumbersome and expensive. Recommended changes include: replacing a mediation committee with a single mediator, increasing the authority of the Hearing Committee to dismiss a complaint without a full hearing, and altering the role of legal counsel in Hearings.

To make this 42-page Report widely available without undue expense, the Committee has asked the Senate office to mail a copy to each academic department where it may be consulted or photocopied by those interested. The Committee is especially interested in hearing from faculty members who have had experience with these or similar grievance procedures.

Because the Committee expects to make its recommendations to the Faculty Senate early in the spring term, faculty comments must be received no later than November 30th, 1983. Please send your comments to:

Senate Committee on Professional Ethics and  
Academic Freedom  
c/o Faculty Senate Office  
Rice Hall - 403B, 4th Floor